

# Faculty Association

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April 13, 2016

## **UMFA Bargaining Update: First meeting of bargaining teams**

To All Members of the Bargaining Unit:

### **Where we're at:**

Yesterday, April 12, your bargaining team met with the Employer for the first time this round, to present a counter-offer to the Administration's time-limited offer for a one year contract. The two bargaining teams have agreed to meet again on Monday, April 18, at which point the administration will respond to UMFA's proposals. Look for another bargaining update to follow that meeting.

### **The Proposals:**

The administration's initial offer, as well as UMFA's counter-proposal, were discussed at the Special General Meeting on March 31. At that meeting, the membership decided that the administration's time-limited offer could not be accepted unless important additions and modifications were made. The majority of these changes have to do with university governance, but also include increases to the administration's monetary offer.

UMFA's counter-proposal, which was overwhelmingly endorsed by the Membership at the Special General Meeting, is also time-limited. If the Association and the administration do not come quickly to an agreement, UMFA Members have endorsed a longer set of priorities that will be presented at the bargaining table.

The counter-proposal put forward yesterday is summarized below.

### **Governance:**

- **Management Rights** – that the administration exercise its rights in a manner that is fair, reasonable and equitable;
- **Teaching Load** – that teaching loads will not be greater than those in effect as of March 31, 2016 and that teaching assignments on load are to occur during fall and winter terms only, unless the Member consents;
- **Performance Indicators** – that performance indicators not be used at the unit or individual levels;
- **For Librarians and Instructors** – that job security provisions be strengthened as there is currently not a satisfactory process for how the need for layoff is determined.

### **Financial:**

- **Market adjustment** of \$1500 to the base salary of each Member as of March 31, 2016;
- **Scale increase** of 1.5% to base salaries for each Member, following the application of the market adjustment. Effective April 1, 2016.
- **Guarantee minimum of six increments** for Members at the Assistant and Associate professor rank regardless of starting salary. Salary maxima will not apply to these increments.

UMFA also wants to ensure all letters of understanding are renewed. These include provisions that govern minimums for faculty complement, how changes to contributions to the pension plan are made, and limits on performance assessment.

We'll do our best to keep you up to date as bargaining proceeds. Meanwhile, if you have any questions or concerns, please contact the UMFA office at (204) 474-8272 or [FAUM@UMFA.ca](mailto:FAUM@UMFA.ca).

Sincerely,

Mark Hudson  
President